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ABSTRACT

This paper investigates the influence that changes in incentives to retire will have on people's participation in volunteer activities. The first section presents background information on the extent of volunteerism in the United States. It reports that about one out of every five men aged 57 to 71 did some volunteer work in 1978 and about one out of every four women aged 42 to 56 did some volunteer work in 1979. Information on federally sponsored ACTION programs for older Americans indicates that about one percent of the population 60 years and older volunteers in these ways. Section 2 provides a conceptual basis for empirically testing who volunteers and why. Section 3 presents these empirical findings: education has a positive influence, areas with concentrations of people in need do not necessarily have the greatest number of volunteers, a history of volunteering strongly predicts current participation, and retirement policies concerning the amount of time people work and the amount of income may affect men's and women's volunteerism in different ways. Conclusions and policy implications are presented in section 4. (An appendix describes the empirical model of volunteerism and its results and provides six data tables.) (YLB)

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RETIREMENT AND OLDER AMERICANS' PARTICIPATION IN VOLUNTEER ACTIVITIES

by

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RETIREMENT AND OLDER AMERICANS' PARTICIPATION IN VOLUNTEER ACTIVITIES

All levels of government have begun to encourage volunteers to substitute for government's declining role in the provision of social services. Retired people could be an important group to meet this need. The number of retired workers is expected to increase over the coming years and even though they no longer hold full-time jobs, they may wish to continue to participate in productive activities.

Separate, but related, discussions about retirement focus on the expected increase in the number of retired persons and the financial strains that they will place on the Social Security system. One policy question concerns alterations in retirement incentives (such as those associated with pension plans and Social Security) to encourage workers to postpone their retirement.

These two policy directions appear to conflict to some extent. On the one hand, retired people could be a major source of volunteers. On the other hand, there is a desire to reduce the proportion of retired persons. (Of course, given demographic trends, the proportion of the population that is retired will be increasing, even if the retirement age is raised.)

This chapter links these two issues by asking if changes in incentives to retire will influence people's participation in volunteer activities. The focus is on volunteering in the form of giving time although it is recognized that people also donate money and goods (for example, old clothes). The specific focus is on volunteer work for formal groups, such as a church or the PTA. Two policy options are considered. What will happen to people's participation in volunteer activities if (1) they are encouraged to retire later and (2) their retirement income is reduced?

The first section presents background information on the extent and nature of Americans' participation in formal volunteer activities. Section II provides a conceptual basis for empirically testing who volunteers and why. Section III gives the findings of the empirical analysis. (Details of the empirical tests are in the Appendix.) The conclusions and policy implications are in Section IV.

I. WHAT IS THE EXTENT OF VOLUNTEERISM?

This section presents background information on the extent of volunteerism in the United States. Data come from past national surveys on volunteerism, from the National Longitudinal Surveys of Mature Men and Mature Women, the major data source for this project, and from descriptions of federally sponsored volunteer programs for older Americans.

Volunteerism in the National Population

Relatively few Americans participate in volunteer activities. Less than one-third of the population 18 years or older did some volunteer work in 1981; at the same time, 75 percent were either working for pay or looking for a job.

Of those who volunteered, 60 percent averaged between 1 and 7 hours per week in such activities. Again, by comparison, over 80 percent of employed persons averaged 35 or more hours per week in the work place.

While these figures indicate that volunteer activities consume a relatively small amount of people's time, in the recent past there has been a trend towards greater participation in volunteerism (see Table 1). Twenty percent of women did some kind of formal volunteer work in 1965--but 28 percent did so in 1981. Men have been less likely to volunteer than women until recently. The proportions of men and women doing volunteer work were very similar in 1981 (30 percent among men and 28 percent among women).

It is important, for our purpose, to note that participation in volunteer activities is lower among older than younger people (see Table 1). For instance, almost 35 percent of those 25 to 44 years of age, but less than 20 percent of those 65 years or older, did some volunteer work in 1981.

Volunteerism Among Older Men (Aged 57 to 71 Years)

About one out of every five men at or close to retirement age does some volunteer work over the course of a year. Those who volunteer average 24 1/2 weeks in a year and over 7 hours per week in this activity.

These averages obscure a wide range of variability in the number of weeks older men spend in volunteer activities. One-quarter volunteer for four or fewer weeks in a year; at the other extreme, close to one-third volunteer some time almost every week (see Diagram 1). There is substantially less variation in the amount of time older men spend per week in volunteerism. About 60 percent average between 2 to 7 volunteer hours in those weeks when they volunteer.

Compared to the proportions of older men who purse other leisure-time activities (such as sports, hobbies, and reading), relatively few are volunteers. For example, while about 20 percent volunteer, 40 percent participate in sports and 40 percent have some hobby (Diagram 2). These other activities do not appear to be a substitute for volunteerism. Rather, the men who volunteer seem to be more active generally: volunteers are more likely than nonvolunteers to participate in sports, to read, and to have hobbies. For example, while almost 70 percent of the volunteers also had a hobby, only half of the nonvolunteers had a hobby.

Although volunteerism is lower among older than younger people, this pattern does not hold for men at or approaching the retirement age. Men 65 to 69 years of age are less likely to volunteer than those 57 to 61 years, (17 percent versus 24 percent). However, the oldest age group--men between 70 and 71 years--have the highest proportion of volunteers, 26 percent.

Older men's volunteerism is also not systematically related to their employment/retirement status. Close to 25 percent of those who had a job in 1978 participated in volunteer activities that same year (Diagram 3). While retirees were somewhat less likely to volunteer than those who were working, the proportion of retired men who volunteered did not systematically change with the length of retirement.

Table 1

Percent Who Volunteered by Sex and Age

1965, 1974, and 1981[a]

Sex/Age	1965	1974	1981[b]	1981[c]
		Sex		
Men (14 years or older)	15	20	30	47
Women (14 years or older)	21	26	28	56
		Age		
25 - 44 years	--	30	35	59
45 - 54 years	--	25	29	55
55 - 64 years	--	21	24	45
65 or older years	--	14	19	37

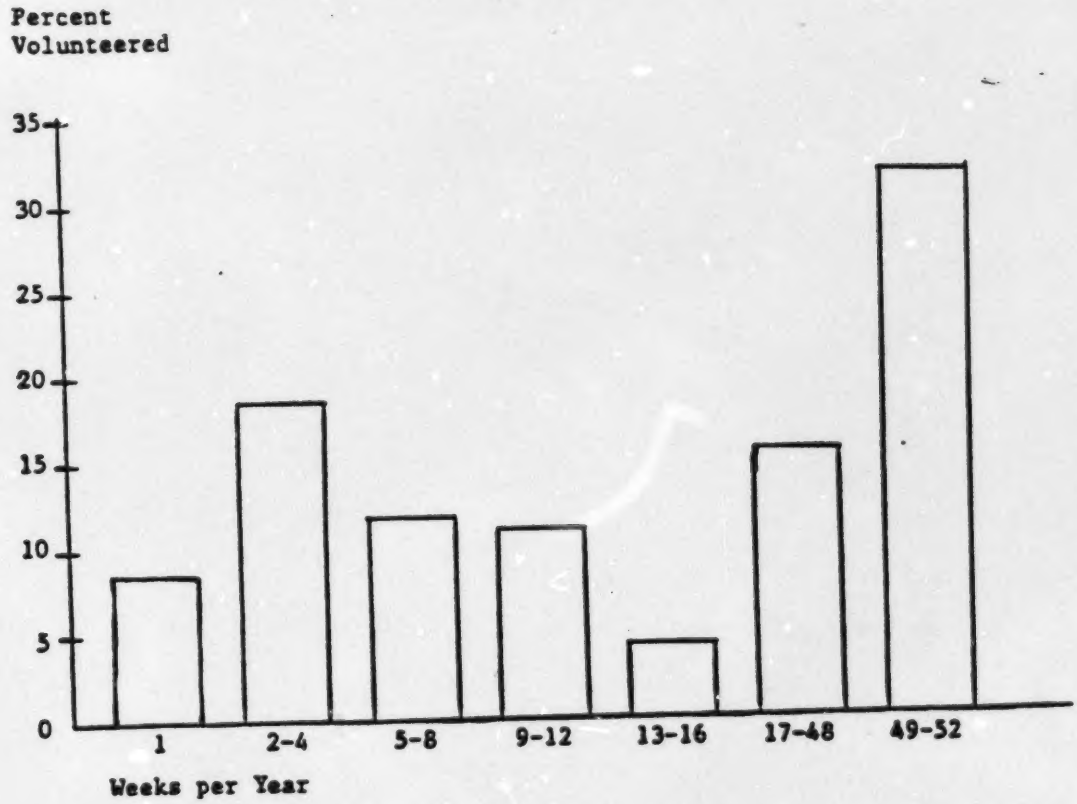
a. Engaged in volunteer work at some point over the 12-month period preceeding the survey.

b. Excludes informal volunteerism.

c. Includes informal volunteerism, such as helping neighbors and friends.

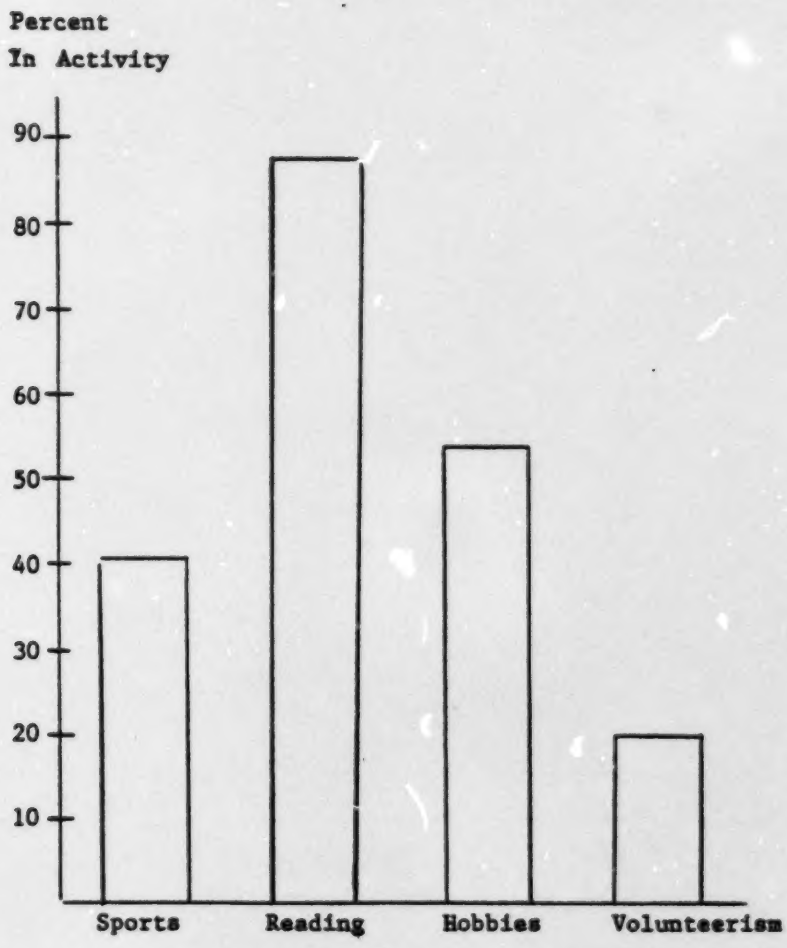
SOURCE: ACTION; Independent Sector and the Gallop Organization, Inc.

Diagram 1: Percent of Men Aged 57 to 71 Years Who Did Volunteer Work by Number of Weeks of Volunteerism, 1978



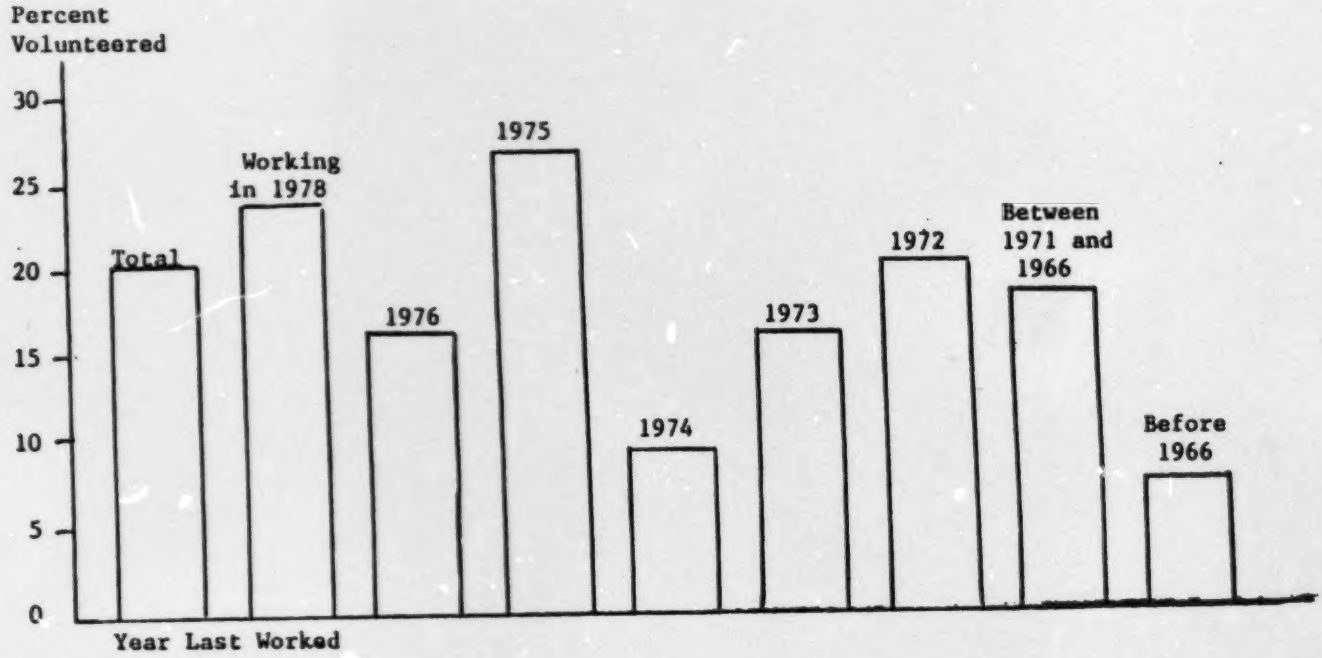
Source: National Longitudinal Surveys

Diagram 2: Percent of Men Aged 57 to 71 Years Who Engaged in Sports, Hobbies, Reading and Volunteerism, 1978



Source: National Longitudinal Surveys

Diagram 3: Percent of Men Aged 57 to 71 Years Who Volunteered by Year Last Worked, 1978



Source: National Longitudinal Surveys

Volunteerism Among Older Women (Aged 42 to 56 Years)

About one out of every four women (42-56 years old) does some volunteer work. The women volunteers average 24 weeks per year and during their weeks of volunteerism, they average 6 hours per week in this activity.

As with the older men, these averages hide a wide range of variability in the number of weeks women volunteer. Over one-quarter of the women volunteers participate almost every week in this activity; over 20 percent participate between 17 and 48 weeks in a year; and at the other extreme, over a third of the volunteers participate for 4 or fewer weeks in this activity (see Diagram 4).

There is little variability in the number of hours spent volunteering. Two-thirds of the women spend between 2 and 7 hours per week in volunteer activities.

Relatively few older women volunteer continually: fewer than 15 percent volunteer year after year. Looking at it another way, fewer than 50 percent of those who volunteer in one year are women who have volunteered more than once in the past (Diagram 5).

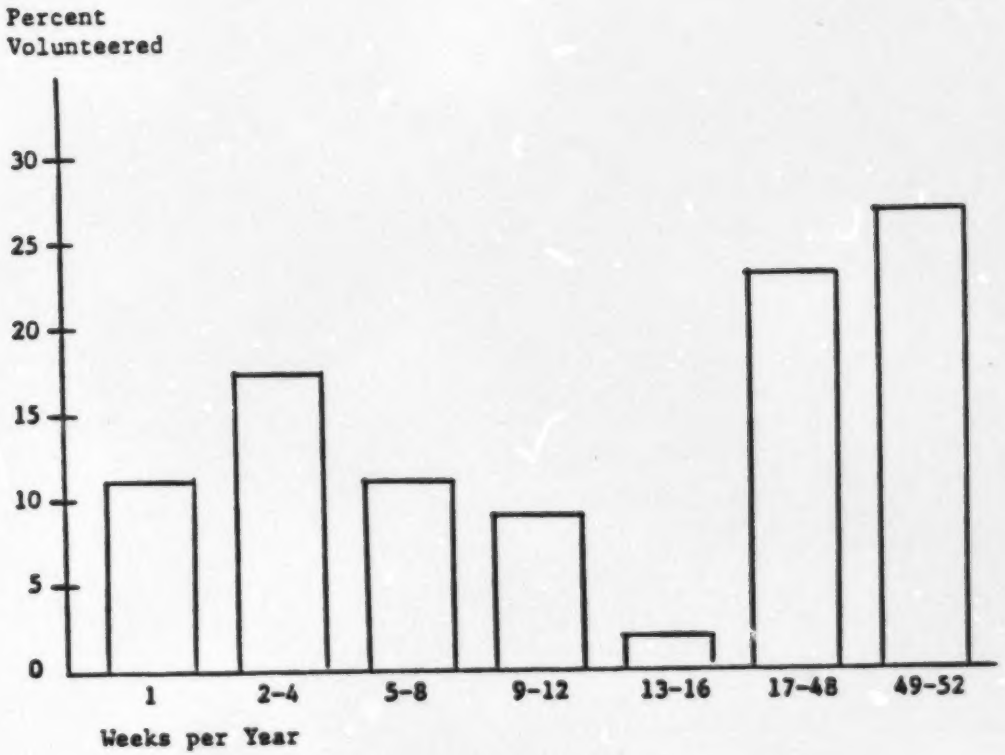
The type of organization for which women volunteer changes as they age (see Table 2). Twenty-eight percent of those 37-51 (in 1974) volunteered in schools or for groups such as Boy Scouts or Girl Scouts; one-third of the volunteers did church-related work; another 30 percent did volunteer work for hospitals, clinics, major community drives (such as the Heart Fund), and for other civic or social welfare causes. Women volunteers had changed their pattern of volunteering by ages 42 to 56. There was a shift away from volunteer work for schools, Boy and Girl Scouts (to less than 20 percent), and into church-related activities (to over 40 percent) as well as into work for hospitals, clinics, community drives, and other civic and social welfare activities (to over 30 percent).

Volunteer Programs for Older Americans

There are three programs designed specifically for older American volunteers that are sponsored by ACTION, an independent agency of the Federal Government. They are the Foster Grandparent Program (FGP), the Senior Companion Program (SCP), and the Retired Senior Volunteer Program (RSVP).[4]

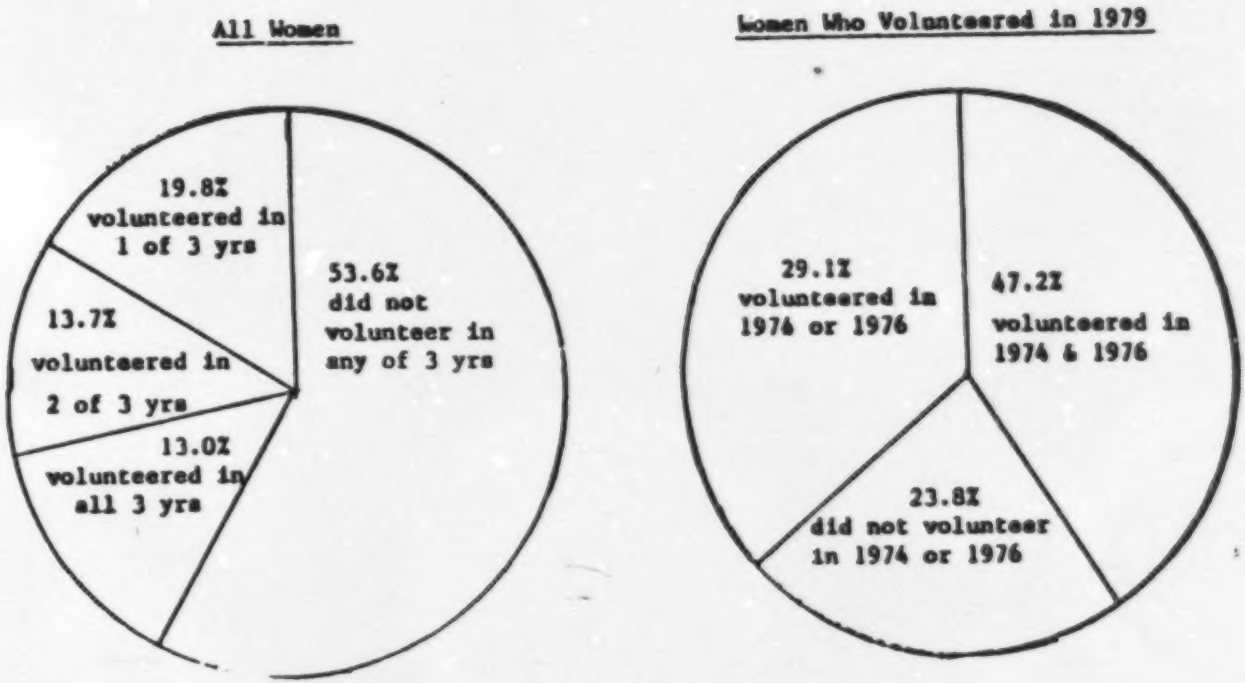
To be eligible to participate in both the Foster Grandparent and the Senior Companion programs, people must be 60 years of age or older, retired, and have a low family income. The participants volunteer 4 hours per day, 5 days a week, receive a small stipend, transportation, and other assistance. Foster Grandparents work with children who have special needs, such as a physical handicap. Volunteers in the Senior Companion program work with the elderly, who may live either in their own homes or in institutions. The volunteers help with shopping, meal preparation, errands, and generally offer companionship.

Diagram 4: Percent of Women Aged 42 to 56 Years Who Did Volunteer Work by Number of Weeks of Volunteerism, 1979



Source: National Longitudinal Surveys

Diagram 5: Percent of Women Aged 42 to 56 Years Who Volunteered in 1974, 1976 and 1979: All Women and Women Who Volunteered in 1979


All Women
19.8% volunteered in 1 of 3 yrs
13.7% volunteered in 2 of 3 yrs
13.0% volunteered in all 3 yrs
53.6% did not volunteer in any of 3 yrs
Women Who Volunteered in 1979
29.1% volunteered in 1974 or 1976
47.2% volunteered in 1974 & 1976
23.8% did not volunteer in 1974 or 1976

Source: National Longitudinal Surveys

Table 2

Percent Distribution of Organizations for Which Women Aged 42 to 57 in 1979 Volunteered in 1979, 1976, and 1974

Type of Volunteer Organization	Age (Year) 42-56 (1979)	39-53 (1976)	37-51 (1974)
Percent Who Volunteered	28.1	29.0	29.9
Number in Sample Who Volunteered	972	1,019	1,027
Total Percent[a]	100.0	100.0	100.0
Church	40.9	37.5	33.7
Child-related	16.5	20.6	28.2
School	12.4	14.5	19.0
Boy Scouts, Girl Scouts, Little League, etc.	4.1	6.1	9.2
Social Welfare	32.1	28.9	29.6
Hospital or Clinic	8.0	6.7	6.0
Community Chest, United Way, Heart Fund, & Other Charities	11.8	11.1	13.6
Civic or Community Action	8.4	9.5	7.0
Social and Welfare	3.9	1.6	3.0
Political Organizations	2.0	1.4	1.2
Other	8.6	11.5	7.4

a. Percents are based on data weighted to represent the national population of women in this age group.

SOURCE: National Longitudinal Surveys

The third volunteer program, RSVP, is for all older, retired people. The volunteers do not receive a stipend, but are reimbursed for expenses directly associated with their volunteer activity and some volunteers receive meals as well. Unlike the other two ACTION programs, Federal money for RSVP goes largely to establish community offices that act as clearinghouses for volunteers. The range of volunteer activities varies among localities, depending upon community needs.

Close to 17,000 older Americans participate in the Foster Grandparent program and another 3,000 to 4,000 are in the Senior Companion Program. The volunteers in these two programs have very similar characterisitics: in both cases, 85 percent are women, about two-thirds are not married, and about two-thirds live alone. Approximately 300,000 volunteers are in the RSVP program. Close to 80 percent are women, about two-thirds of these women are not married, and close to 60 percent live alone. Taken altogether, volunteers in these three ACTION programs are approximately 1 percent of the population 60 years or older.

This overview of participation in volunteer activities in America provides a backdrop to the question--why do some people volunteer while others do not? The next section presents a framework for addressing this question.

II. WHY DO PEOPLE VOLUNTEER?

Relatively little statistical research has been done on the factors that influence people's participation in volunteer activities. Most of the recent information is descriptive in nature: who volunteers, how much time is spent, and the types of organizations for which they volunteer.

An economist's view of people's participation in volunteer activities begins by considering individuals within a family setting. All families--regardless of size or composition--have household obligations to meet, such as providing for food and clothes. The question is--when and why do family members engage in activities that are unpaid and benefit people outside the family? To answer this question it is necessary first to understand how families behave in meeting their primary obligations.

Families have to decide how to divide their time between working and leisure. Some time must be spent working in the home, producing goods and services for the family (such as a clean house or child care). Another part of family members' time must be spent in the job market to earn income to buy household necessities. This income earned from work in the job market may also be used to support a family member who works full-or part-time in the home and to enable the family to engage in leisure activities, such as a vacation or early retirement.

Work usually has some unpleasant aspects to it. For people to be willing to undertake these unpleasant tasks, they must be compensated in some fashion. The compensation for work in the home is the goods and services produced that can then be enjoyed. Earnings is the compensation for working in the job market.

The way families divide their time depends upon the particular combination of goods bought in the market, goods produced at home, and leisure that gives the family the greatest satisfaction. A maximum, rather than limitless, amount of satisfaction is reasonable because the amount of time available for any particular activity is limited to 24 hours per day.

This chapter treats volunteerism as another way that family members may spend their time. This means that we must find the circumstances under which families will divide up their time among four activities. But first, volunteerism has several characteristics that are important to note:

1. Volunteering time is a form of work. It is unpaid and done outside both the home and the job market. While it might be argued that volunteering is a leisure activity, unlike a purely recreational activity, people may experience dissatisfaction from some aspects of their volunteer activities. For example, going door-to-door collecting for a community drive is not always enjoyable.

2. Volunteering differs from other types of work in that the goods and services produced may benefit people outside the household. In some cases, such as helping with a child's activities, household members may receive benefits from the volunteer work.

3. As with other forms of work, people must be compensated for participating in volunteer activities. This compensation may take several, not mutually exclusive, forms:

   - Personal satisfaction may be a person's compensation for volunteering. This satisfaction may be "a feeling of virtue," meeting new people, interacting socially, "feeling productive," or "keeping busy."

   - The increased well-being of a family member may be the volunteer's compensation, which makes this case similar to work done in the home to produce goods and services for the family to enjoy.

   - Making people outside the family better off may be the compensation for volunteering. Of the three motivations for volunteering, this is the least tangible and is the closest approximation to pure altruism.

It is hypothesized here that volunteerism assumes a small role in a family's life when the benefits accrue only to people outside the household. In these situations, families are unlikely to reduce their income, home-produced goods, or leisure time by a substantial amount in order to volunteer. That time which is devoted to volunteer activities would come largely from time otherwise devoted to leisure.

However, if at least some of the benefits accrue to family members (including the volunteer), then it is expected that the decision to volunteer assumes greater importance. In this case, volunteer work is analogous to producing goods and services within the home for the enjoyment of family members. A family may be willing to trade off less work (income) in the job market or in the home for more of the benefits obtained from volunteerism.

This framework--which places a person in a family setting and argues that he/she will only volunteer if there is some compensation for doing so -- suggests some specific questions about when and why people will decide to volunteer:

- Under which circumstances are people willing to give up paid employment to volunteer?
- Are people more likely to volunteer when a family member (including the volunteer) receives some of the benefits from that volunteerism?
- Are people who live in areas with concentrations of individuals outside the family who have difficulties (such as in cities) more likely to volunteer ("help others") than those who live outside such areas?

The two questions regarding retirement policies, given at the outset, now become more specific:

- Do people who work less (retire early) spend more time volunteering than those who are fully employed?
- Are people who have an independent source of income sufficient to meet household obligations--such as retired people with sizeable pensions and savings--more likely to spend time volunteering than those whose major source of income comes from their current jobs?

The next section presents empirical answers to these questions.

III. WHAT INFLUENCES PEOPLE'S PARTICIPATION IN VOLUNTEER ACTIVITIES?

This section presents empirical findings on volunteerism among older men and women in the U.S. The goal of the statistical technique that was used (regression analysis) is to sort out the effects of, for example, people's personal and family characteristics and their job market experiences, on volunteerism. For instance, one might question whether having a child in the family increases the likelihood that a parent will do some volunteer work, also taking into account the effect the parent's education and employment situation has on volunteerism.

The description of a household's behavior and the role of volunteerism within the household, given in the previous section, provided the framework for the empirical tests. They guided the selection of those characteristics thought to be important influences on a person's likelihood of volunteering. They also suggested whether those characteristics were likely to have a positive or negative influence on volunteerism. A description of the data base that was used, the precise hypotheses that were developed, and the specific results of the empirical tests are given in the Appendix.

One measure of volunteerism was used for the empirical test among older men: the probability that a man volunteered one or more weeks in a year. Four measures were used for the older women: the probability that a woman volunteered one or more weeks in a year (1) for any activity, (2) for a church activity only, (3) for a child-related activity only, and (4) for a social-welfare or civic activity only. The data for older men were not detailed enough to permit distinctions among types of volunteer work.

Factors hypothesized to affect volunteerism were the individual's (1) personal characteristics, such as race, ethnic origin, education, and health; (2) family characteristics, such as the presence of a child 18 years of age or younger; (3) employment status; (4) place of residence and the area's unemployment rate, and (5) income from different sources, such as work and assets. In the analysis of women's volunteerism, an additional factor, past participation in volunteer activities, was also included; data limitations did not permit including this factor in the analysis of men.

Considering all these factors simultaneously, findings for men indicate that, on average:

- Older men's participation in volunteer work does not differ statistically between whites and blacks, Hispanics and non-Hispanics, between married and unmarried men, and is not influenced by their age, health, or the presence of children in the household.

- The likelihood of older men volunteering is also not affected by: the amount of time they are employed, the number of years since they last worked, or whether they continued working after receiving social security benefits or after reaching their employer's retirement age. This is not a surprising result since volunteerism need not consume a large portion of a person's time and is only likely to be undertaken after the immediate needs of the family have been met.

- Participation in volunteer activities is greater among more educated men and among those with higher levels of income from assets.

- Participation in volunteer activities is greater among those older men who live outside cities and in areas with low unemployment.

- Participation in volunteer activities is greater among those who 10 years earlier had indicated that they planned to work after reaching their employer's retirement age.

Again, considering simultaneously the factors hypothesized to affect volunteerism, findings for women indicate that, on average:

- Participation in volunteer activities does not differ between whites and blacks or between Hispanics and non-Hispanics. It is also not affected by their health status.

- Participation in volunteer work does not differ between women who live inside or outside urban areas and is not influenced by the locality's unemployment rate.

- Volunteerism is greater among more highly educated women and among those with a history of engaging in volunteer activities.

The more detailed analysis that was possible with the women's data revealed that distinguishing among types of volunteer activities is important. The circumstances which lead women to volunteer for church, child-related activities, and social welfare activities are different. Specifically,

- Women who volunteer for child-related activities are likely to be married to a man with a high income, to have at least one child under age 19 in the family, to work less in the job market both throughout the year and during any given week.

- Women who volunteer for church activities are likely to work less during any given week. Participation in this type of volunteer activity is not influenced by the number of weeks they work throughout the year, by their marital status or husband's income, or by the presence of children in the household.

- Women who volunteer for social-welfare activities are likely to have high levels of income from assets (that is, sources independent of their, or their husband's, current work). Their participation in this type of volunteer work is not affected by the amount of time they spend in the job market, by their marital status or husband's income, or by the presence of children in the household.

IV. WHAT ARE THE CONCLUSIONS AND THEIR IMPLICATIONS FOR POLICY?

In general, relatively few people participate in volunteer activities and participation is lower among older persons. About 1 out of every 3 persons volunteered for some activity in 1981 within the total population (ages 14 years and older). About 1 out of every 5 men at or close to retirement (aged 57 to 71) did some volunteer work in 1978; about 1 out of every 4 women aged 42 to 56, did some volunteer work in 1979.

Different types of volunteer activities appeal to different people. The type of activity that women volunteer for changes as they age. They move away from child-related activities and into church and social-welfare activities. Also, the same factors -- such as children and employment status -- have different influences upon the likelihood that women will volunteer for different types of organizations.

Information on the federally sponsored ACTION programs for older Americans (Foster Grandparents, Senior Companions, and the Retired Senior Volunteer Program) indicates that about 1 percent of the population 60 years of age or older volunteers in these ways. (This low participation may be as much a reflection of the programs' funding levels as people's interest in participating.) The ACTION volunteers are mainly older women who are living alone.

Specific findings on the factors affecting the likelihood that a person will volunteer show:

Education has a positive influence on volunteerism. Older men and women who volunteer have higher levels of education than those who do not volunteer.

Areas with concentrations of "people in need" do not necessarily have the greatest number of volunteers. Older men who volunteer tend to live outside cities and in areas of low unemployment. Men in areas with an unemployment of 20 percent, for example, would have a volunteer rate which is 0.1. percentage

points below that of men in areas with a 10 percent unemployment rate. On a National basis, this implies about 11,000 fewer volunteers in high unemployment areas. Women's volunteering does not differ by their place of residence of by their area's unemployment rate.

A history of volunteering strongly predicts current participation in volunteer activities. However, relatively few people volunteer continually. For example, fewer than 15 percent of women aged 42 to 56 years volunteer year after year.

Retirement policies concerning the amount of time people work are likely to have different effects on men's and women's participation in volunteer activities.

- Policies that encourage people to work more years rather than retire early are not likely to have a significant impact on men's participation in volunteer activities generally. Older men's volunteer activities are not related to their current employment or retirement status. Also, those older men who planned to continue working after leaving their employer are more likely to volunteer than those who planned to do no work at all.

- Policies that permit moving from full- to part-time work are likely to increase somewhat women's participation in church-related volunteer activities. For instance, reducing the work week by 10 hours suggests an increase in the probability that women will volunteer in this way from 11 1/2 to 12 1/2 percent, or about 160,000 additional volunteers. On average, policies that permit movement to part-time work are not likely to influence women's likelihood of participating in either child-related or social-welfare causes.

Retirement policies concerning the amount of income (Social Security or other pension benefits) may affect men's and women's volunteerism in different ways. Income from social security (or pensions) may be considered similar to income from other assets: it is independent of people's current employment. Older men with lower levels of income from assets are less likely to volunteer at all. Women with lower levels of income from assets are less likely to volunteer for social-welfare causes; a reduction of $1,000 in their annual income from assets suggests a decline in the probability of volunteering from 9 to 8 1/2 percent, or about 80,000 fewer volunteers nationally. Women's probability of volunteering for church and child-related activities is not related to this form of income.

In general, people with higher levels of education and income are the major source of volunteers for formal volunteer organizations. The volunteers appear to participate in these activities more for personal reasons than as a response to social needs. High levels of unemployment do not seem to stimulate greater volunteerism.

Further, early retirement will not necessarily lead to increased volunteerism among older men. Women may respond to early retirement by volunteering more, but the activities in which they choose to participate may not correspond to those a community deems critical to be undertaken. These results are not surprising. People do not have to volunteer and if they do, they are likely to select activities that appeal to them for some personal reason, such as a desire to make new friends.

If volunteerism is to be encouraged, the potential volunteers will need to receive some personal benefit from their participation. The type of benefit that attracts people may depend upon their charactistics, such as being married or widowed, or having relatively high (or low) education and income levels. The benefits offered to the volunteers may range from opportunities to interact socially with other volunteers, to publicity about their participation in local newspapers, to financial incentives, as for example, exist in the Foster Grandparent Program. Unless the volunteers' desires and needs are taken into account, governments cannot expect volunteerism to be an effective substitute for their declining role in the provision of social services.

APPENDIX

Data

The National Longitudinal Surveys contain unique information: since the late 1960's they have tracked the personal characteristics and job market experiences of the same men and women.[9]

The men's surveys have interviewed men over the years just prior to retirement and into the retirement period itself (from ages 45 to 59 in 1966 to ages 57 to 71 in 1978). They provide the detailed data on volunteerism, work, and personal characteristics of people at or close to retirement.

The women's surveys have followed the same women from ages 30 to 44 in 1967 to ages 42 to 56 in 1979. In addition to information on the women's personal and family characteristics and their past and current employment situations, these surveys have data on different types of volunteer activities.

While the women have not yet reached the retirement period, this poses no age-related conceptual problems for relating retirement policies to volunteerism. Being retired is simply a way of categorizing a particular group of people (older workers) who are out of the work force. Women may be out of the work force whether or not they are also retired; and their activities outside the workplace are the same, whether or not they are retired (for example, cooking and cleaning house). Thus, for purposes of this project, the important distinction for women is their labor force status rather than their retirement status.

Empirical Model

The project's view of volunteerism and its role within a household suggests a basic empirical model, specified as:

$$P[V(t)] = a_o + \sum a_{1i} O_i + \sum a_{2j} F_j + \sum a_{3k} Y_k + \sum a_{4m} L_m + \sum a_{sn} E_n$$
$$+ \sum a_{6p} R_p \text{ (for men only)}$$
$$+ \sum a_{7q} V(t-n)_q \text{ (for women only)}$$

where $P[V(t)]$ represents the probability that an individual has participated in volunteer activities for at least one hour over the course of a year. Five of the volunteer variables reflect factors affecting the supply of volunteers. O_i is a set of personal characteristics; F_j represents the set of characteristics of the family; Y_k are income and asset variables; L_m consists of labor force status variables; and E_n are environmental variables, representing in part the demand, or opportunities, for volunteering.

The additional variable R_p represents retirement variables in the men's equation; $V(t-n)_q$ represents past participation in volunteer activities in the women's equation. This information is specific to each of the cohorts.

The dependent variable is binary, representing participation/nonparticipation in volunteer activities, as shown in Table A.1 for men and Table A.2 for women. Additional dependent variables for women represent participation in alternative types of volunteer activities.

Other dependent variables were also tried for the men: "hours of volunteerism supplied," which included zero hours of volunteering; hours of volunteerism supplied among those who volunteered; weeks volunteered and hours per week among those who volunteered. Results did not differ significantly from those shown here. Time limitations precluded running similar models on the women's data.

Independent Variables

This section describes the specific variables in the equations and the hypotheses that underlaid their inclusion. The variables are also displayed in Table A.1 for the men and in Table A.2 for the women.

1. Personal Characteristics

Both race and ethnicity (Hispanic and all other) were included in the analyses. No a priori hypotheses existed for these two variables.

Poor health was hypothesized to be negatively associated with volunteerism. Health problems would reduce "own satisfaction" associated with any form of work.

Education was hypothesized to be positively related to volunteerism. It was expected that more highly educated persons would be more likely to derive personal satisfaction from volunteering: they derive greater satisfaction from the nonpecuniary rewards of work (paid or unpaid).

2. Family Characteristics

The variable representing children was "presence of at least one child under age 19 in the household." The direction of the hypothesized sign was not clear for the models that did not differentiate among type of volunteer activities. The effect of the presence of children would depend upon the particular type of activity.

Where the volunteerism was child-related in the women's model, the variable was hypothesized to have a positive sign. To the extent that an individual derives satisfaction from increasing the well-being of her child, it would be expected that the presence of a child would increase the likelihood of participation in child-related volunteer activities.

The presence of a child was hypothisized to have a negative effect on volunteerism when the volunteer activity was not directly child-related. There would be less time to help people outside the household, since more time would be needed to achieve the family's desired level of goods produced in the home and purchased through market work. Also, the presence of a child would lessen the personal satisfaction associated with volunteering and being away from the family.

In the men's model, marital status was hypothesized to be positively related to volunteering. Having a wife would reduce the amount of time a man would need to spend in household chores, thus freeing him for time to volunteer.

3. Income and Assets

There were two income variables: income from the spouse's work and income received from other sources (pensions and assets). They were hypothesized to be related positively to volunteering. Specifically, the more asset-rich people are, the more likely they are to volunteer time. Because earned income is less important to a household budget the greater the family's income from assets, persons in households with higher levels of income from assets would be less constrained in the way they spend their time. They would be more willing to spend it volunteering, even if the volunteering produced few benefits for the household. Similar reasoning applies to persons who have an employed spouse: they would be less constrained in the way they spend their time.

4. Labor Force Status

The labor force variables include weeks worked per year and average hours worked per week. The relationship between these labor force variables and volunteerism was expected to differ by type of volunteer activity. It was hypothesized that people would trade off income from work for volunteerism for those activities that benefit family members (such as a child). Volunteerism would be analogous to home production in these situations. It was hypothesized that work would not affect volunteerism for those activities that benefit only people outside the household. People would be less likely to trade off income for the benefits of volunteering when those benefits go to people outside the family.

5. Environment

Two environment variables represented the likelihood of opportunities (and of need) for volunteering: living in an SMSA and the local area's unemployment rate. Many people are experiencing both social and economic problems in urban areas and, because of population densities, their problems are relatively visible. Also, there are more opportunities for volunteer work within urban areas: the institutions necessary to provide a variety of organized services are more likely to exist. Higher unemployment rates are a proxy for a greater need for volunteers. These variables were hypothesized to be positive: the greater the need for volunteers, the higher would be the probability that people would volunteer.

6. Retirement

Two variables represented retirement. One captured compulsory retirement age and the second, "work plans after retirement."

Both variables were hypothesized to be positively related to the probability of volunteering. After controlling for income, people who continue to work after they could stop were hypothesized to derive nonmonetary rewards from working. These are the same people who would be willing to volunteer -- to engage in work for which there are only nonmonetary rewards.

7. Previous Volunteer

This variable was included to measure the extent to which past volunteering is a predictor of future volunteering. A positive relationship was hypothesized. Of course, a significant result simply moves questions about the determinants of volunteering back in time: why did a person first begin to volunteer?[10]

Results of the Empirical Model

Results using ordinary least squares with weighted data are shown. (The weights adjust for an oversampling of blacks and make the data representative of the national population of the age of the sample.) Logit analysis with unweighted data were also run; because the results did not differ from those using ordinary least squares, the results are not shown. (A logit program using weighted data was not available.)

The regression results for older men are shown in Table A.3. They are based on a binary dependent variable: 1, if the man volunteered at least one week in 1978; 0, if he did no volunteer work. The first column includes the weeks worked variable; the second column includes the hours worked per week variable. (Due to the flexibility possible in the amount and timing of volunteerism, these measures of labor supply were found to provide more information on the determinants of volunteerism than an aggregate measure, "hours employed in a year.") Regressions were also run which excluded these two independent variables. The results did not change importantly.

The regression results for older women are shown in Tables A.4 through A.6. Table A.4 uses a binary dependent variable: 1, if the woman volunteered at least 1 week in 1979; 0, if she did no volunteer work. The two equations in this table differ in one respect: one has an independent variable "hours worked per week;" the other, "weeks worked per year."

Tables A.5 and A.6 show results of models where dependent variable represented participation in different types of volunteer activities. Table A.5 uses the independent variable, "weeks worked per year;" Table A.6 uses the variable "average hours worked per week."

NOTES

1. Only volunteer work in an organized or formal setting is considered here. While helping a neighbor paint his/her home is also a form of volunteer work, this type of informal activity is excluded.

2. ACTION, Americans Volunteer, 1974. Washington, D.C., February 1975; and Independent Sector and the Gallop Organization, Inc., Americans Volunteer, 1981. Princeton, New Jersey: June 1981.

3. The Travelers Insurance Company reports in a survey of their older employees that 9 percent of their workers rate volunteer work as their first choice of activities after retirement. By contrast, over 50 percent chose part-time work. The Travelers Pre-Retirement Opinions Survey. Hartford, Conn.: The Travelers Insurance Company, January 1981.

4. This description of the ACTION programs is based on Office of Policy and Planning, Evaluation Division, ACTION, Foster Grandparent Program: A Descriptive Survey, Washington, D.C.: ACTION, November 1979; Senior Companion Program: A Descriptive Survey, Washington, D.C.: ACTION, October 1979, and Retired Senior Volunteer Program: A Descriptive Survey, Washington, D.C.: ACTION, September 1978.

5. There are a few exceptions to this statement. They include Marnie Mueller, "The Economic Determinants of Volunteer Work by Women," Signs: Journal of Women and Society, vol. 1, no. 2 (Winter 1975), pp. 325-38; Burton Weisbrod, "Assets and Employment in the Nonprofit Sector," Public Finance Quarterly, vol. 10, no. 4 (October 1982); and Paul L. Menchik and Burton A. Weisbrod, "Government Crowding Out and Contributions of Time--Or Why Do People Work for Free?" Unpublished paper, December 8, 1982.

6. This is a nontechnical summary of the theory of the household's allocation of time. For technical versions, see Gary S. Becker, "A Theory of Marriage: Part I," Journal of Political Economy, vol. 81, no. 4 (July/August 1973), pp. 813-846; Gary S. Becker, "A Theory of Marriage: Part II," Journal of Political Economy, vol 82, no. 3 (April 1974), pp. S11-S26; and Wendy Lee Gramm, "The Demand for the Wife's Non-market Time," Southern Economic Journal, Vol. 41, no. 1 (July 1974), pp. 124-133.

7. This point was made also by the panelists in the session "Volunteerism: Can It Work in Your Community?" at the 1982 Congress of Cities Exposition, Los Angeles, November 27-December 2, 1982. See also, Kenneth Boulding, "Notes on a Theory of Philanthropy," in Philanthropy and Public Policy, ed. by Frank Dickinson. New York: National Bureau of Economic Research, 1962.

8. The argument underlying this hypothesis is that not all household decisions regarding the use of time (or money) are equally important. Those involving smaller portions of a household's time (or income) are less important than those involving larger portions and are made independently of major household decisions. For example, a decision to buy shoes or a tablecloth will be made independently from a decision to buy or rent a house.

Decisions about the amount and timing of work outside and inside the home (including child care) are of major importance to a family. Entering the job market -- or raising children -- typically requires a substantial time commitment on the part of household members. Also, there is relatively little flexibility in the number and timing of hours of paid employment and child care is a continual process for a number of years.

By contrast, the decision to volunteer may be either of major or minor importance to a family. It need not consume a sizable proportion of a typical household's time (or income), and the amount and timing of volunteering is flexible.

9. A description of these data is in Center for Human Resource Research, The National Longitudinal Surveys Handbook, 1982. Columbus, Ohio Center for Human Resource Research.

10. Regressions were also run that excluded the measure of previous participation in volunteer activities. The explanatory power of the equations declined substantially and the coefficients of education and race almost doubled, although their significance level did not differ from results shown here. In the equation estimating the probability of volunteering for a churchrelated activity, both husband's income and the presence of a child in the family became statistically significant (and positive). Results on the other variables were similar to those shown here and do not change the conclusions of this work. Still, these somewhat different results between the two models indicate the need for additional research on the role of volunteerism within the family.

Table A.1

Specification of Variables for Men's Equations

Variable Name	Specification
Volunteerism	
Volunteered in 1978	Yes = 1; no = 0
Personal Characteristics	
Race	White = 1; black = 0
Hispanic	Latin origin = 1; non-Latin = 0
Health 78	Limits amount or kind of work = 1; no health problem = 0
Education	Highest grade completed (continuous 0 to 18 years)
*Age	Actual years (continuous)
Family Characteristics	
Marital Status	Married, spouse present = 1; all other = 0
Children Under Age 19	At least 1 child in household 18 years or younger = 1; all other = 0
*Spouse Employed	Married, spouse present and employed = 1; all other = 0
*Household Members	Number of household members (continuous)

Income	
Asset Income	Dollar amount in 1978 from such sources as interest, dividends, and rent (continuous, 0 if no such income received)
*Man's Annual Income from Wages and Salary	Dollar amount in 1978 (continuous)
*Man's Annual Income from Profession or Business	Dollar amount in 1978 (continuous)
*Wife's Annual Income from Wages and Salary	Dollar amount in 1978 (continuous, 0 if not married)
*Wife's Annual Income from Business or Profession	Dollar amount in 1978 (continuous, 0 if not married)
Family Income	Dollar amount in 1978 (continuous, wife's total income plus husband's income from profession or business)
*Pension Income	Dollar amount in 1978 for family (continuous, 0 if no income received)
Labor Force Status	
Weeks Employed in 1978	0 to 52 weeks (continuous)
Hours Employed per week in 1978	Usual hours per week worked (continuous 0 to 60)
*Employed 78	Employed at least 1 week in 1978 = 1; all other = 0
Environment	
SMSA	Lives in SMSA, inside or outside central city = 1; lives outside SMSA = 0
Local Area Unemployment Rate	1978 rate (concinuous)

*Region	Lives in the South = 1; Lives outside the South = 0
Retirement Status	
*Number Years	Number of years since last worked 1 or more weeks (continuous, 0 if employed in 1978)
Worked After Employer's Retirement Age	Employer had compulsory retirement age and man worked 1 or more weeks after reaching that age = 1; all other 0
*Worked After Receiving Social Security	Received Social Security benefits and worked 1 or more weeks after receipt = 1; all other = 0
Receipt of Social Security	Received Social Security, benefits in 1978 = 1; all other = 0
Indicated Work Plans After Retirement	In 1966 indicated would look for work or open a business after retiring from employer = 1; in 1966 indicated would not work at all after retiring from employer = 0

*Variable used in regressions not included here and not found to be statistically significant at 10 percent level.

Table A.2

Specification of Variables for Women's Equations

Variable Name	Specification
Volunteerism	
Volunteered in 1979	Yes = 1; no = 0
Volunteered for Church in 1979	Yes = 1; did not volunteer at all = 0
Volunteered for Child-related Activity in 1979	Volunteered for school, Boy or Girl Scouts, Little League etc. = 1; Did not volunteer at all = 0
Volunteered for Social-Welfare Activity in 1979	Volunteered for hospital, clinic, community, or civic activity; Heart Fund, United Way = 1; did not volunteer at all = 0
Previous Volunteer	Volunteered in 1974 and 1976 = 2; volunteered in 1976 or 1974 = 1; did not volunteer in 1974 or 1976 = 0
Personal Characteristics	
Race	Black = 1; white = 0
Hispanic	Hispanic = 1; non-Latin origin = 0
Health 79	Limits amount or kind of work = 1; no health problem = 0
Education	Highest grade completed (0 to 18 years, continuous)
Family Characteristics	
Children Under 19	At least one child in the household 18 years or younger = 1; all other = 0

Income	
*Respondent's Annual Income	Dollar amount in 1979 (continuous, 0 if not employed for wage and salary or self-employed)
Husband's Annual Income	Dollar amount in 1979 from wages and salary and from profession or business (0 continuous if no such income or there is no husband in the household)
Pension Income	Dollar amount in 1979 for family, from Social Security benefits or pension (continuous, 0 if no income received)
Asset Income	Dollar amount in 1979 for family from such sources as rent, interest and dividends (continuous, 0 if no income received)
Labor Force Status	
Weeks Employed in 1978	0 to 52 weeks (continuous)
Hours employed per week in 1978	Usual hours per week worked (0 to 60, continuous)
Environment	
SMSA	Lives outside SMSA = 1; Lives in SMSA, inside or outside central city = 0
Local Area Unemployment Rate in 1979	1979 rate (continuous)

*While this variable was significant, the measures of weeks and hours of worked had greater explanatory power. Multicolinearity precluded inclusion both the time and the income variables.

Table A.3 Regression Results on Older Men's Probability of Volunteering Using Variables Weeks Employed and Hours Worked Per Week

Variable	Coefficient (Standard Error)	Coefficient (Standard Error)
Weeks Employed in 1978	-.004 -1 (.005) -1	---
Hours Employed per Week in 1978	---	.004 -1 (.001)
Receipt of Social Security	-.015 (.025)	-.029 (.031)
Worked After Employer's Retirement Age	.057 (.064)	.034 (.075)
Indicated Work Plans After Retirement	.051** (.019)	.064** (.025)
Race	-.022 (.035)	-.041 (.045)
Hispanic	.018 (.111)	.027 (.164)
Health 78	.014 (.020)	.049* (.025)

Table A.3 continued

Variable	Coefficient (Standard Error)	Coefficient (Standard Error)
Education	.022** (.003)	.024** (.004) -1
Marital Status	.029 (.026)	.057* (.037)
Children Under Age 19	.009 (.029)	.003 (.035)
Asset Income	.007 -3** (.002) -3	.007 -3** (.003) -3
SMSA	-.068** (.021)	-.070** (.028)
Local Area Unemployment Rate	-.001 -1** (.004) -1	-.001* (.006) -1
Intercept	.067 (.063)	.004 (.090)
N	1,364	1,119
R^2	.060	.067
F	8.84	6.06

**Significent at 5 per cent level, 1-tail test
*Significent at 1 per cent level, 1-tail test

Table A.4 Regression Results on Older Women's Probability of Volunteering Using Variables Weeks Employed and Hours Worked Per Week

Variable	Coefficient (Standard Error)	Coefficient (Standard Error)
Weeks Employed in 1979	-.001 (.004) -1	---
Hours Employed Per Week in 1979	-.001** (.005) -1	---
Race	-.025 (.027)	-.028 (.028)
Hispanic	-.024 (.053)	-.023 (.054)
Health 79	.021 (.020)	.023 (.020)
Education	.021** (.003)	.022** (.004)
Children Under Age 19	.064** (.016)	.062** (.016)
Previous Volunteer	.249** (.011)	.247** (.011)
Husband's Income	.001 -3* (.007) -4	.001** -3 (.007) -4
Pension Income	.002 -3 (.003) -3	.002 -3 .003 -3
Asset Income	.008 -4 (.002) -3	.001 -3 (.002) -3

Table A.4 continued

Variable	Coefficient (Standard Error)	Coefficient (Standard Error)
SMSA	.001 (.020)	.003 -1 (.020)
Local Area Unemployment Rate	-.001 -1 (.004) -1	-.005 -2 (.004) -1
Intercept	-.155** (.051)	-.142** (.051)
N	2,355	2,350
R^2	.265	.266
F	70.47	70.43

* Significant at 5 percent level, 1-tail test
** Significant at 1 percent level, 1-tail test

Table A.5 Regression Results on Older Women's Probability of Volunteering for Church, Child-related, and Social-Welfare Activities Using a Weeks Employed Variable

Variable	Coefficient (Standard Error) Church	Child-related	Social-Welfare
Weeks Employed in 1978	-.002 -1 (.003) -1	-.008 -1** (.003) -1	-.001 -1 (.003) -1
Race	-.002 (.022)	-.011 (.019)	-.011 (.021)
Hispanic	-.012 (.045)	.042 (.037)	-.053 (.044)
Health 79	-.004 (.017)	.017 (.015)	.023 (.061)
Education	.008** (.003)	.011** (.003)	.005* (.003)
Children Under Age 19	.022 (.014)	.064** (.012)	-.011 (.014)
Previous Volunteer	.197** (.010)	.114** (.009)	.146** (.010)
Husband's Income	.003 -4 (.006) -4	.009 -4* (.006) -4	.001 -4 (.006) -4
Pension Income	.004 -3 (.003) -3	.005 -4 (.002) -3	.002 -3 (.003) -3
Asset Income	-.007 -5 (.002)-3	.002 -3 (.002)-3	.005 -3** (.002)-3

Table A.5 continued

Variable	Coefficient (Standard Error) Church	Child-related	Social-Welfare
SMSA	.030*	-.018	.013
	(.016)	(.015)	(.016)
Local Area Unemployment Rate	-.004 -1	.004 -2	-.004 -1
	(.003) -1	(.003) -1	(.003) -1
Intercept	-.042	-.101**	-.047
	(.044)	(.038)	(.042)
N	2,004	1,894	1,937
R^2	.206	.145	.137
F	43.11	26.49	24.12

* Significant at 5 percent level, 1-tail test
** Significant at 1 percent level, 1-tail test

Table A.6 Regression Results on Older Women's Probability of Volunteering for Church, Child-related, and Social-Welfare Activities Using an Average Hours Worked Per Week Variable

Variable	Coefficient (Standard Error) Church	Child-related	Social-Welfare
Hours Employed Per Week in 1978	-.001** (.004) -1	-.008 -1* (.004) -1	-.002 -1 (.004) -1
Race	-.005 (.022)	-.012 (.019)	-.012 (.021)
Hispanic	-.010 (.045)	.043 (.037)	-.054 (.044)
Health 79	-.005 (.017)	-.015 (.015)	.024 (.016)
Education	.009** (.003)	.011** (.003)	.005* (.003)
Children Under Age 19	.019 (.014)	.064** (.012)	-.011 (.014)
Previous Volunteer	.195** (.010)	.114** (.009)	.146** (.010)
Husband's Income	.008 -5 (.066) -4	.009 -4* (.006) -4	.009 -4 (.006) -4
Pension Income	.003 -3 (.003) -3	.001 -4 (.002) -3	.002 -3 (.003) -3
Asset Income	.002 -4 (.002) -3	.003 -3 (.002) -3	.005 -3 (.002) -3

Table A.6 continued

Variable	Coefficient (Standard Error) Church	Child-related	Social-Welfare
SMSA	.028 (.017)	-.018 (.015)	.013 (.016)
Local Area Unemployment Rate	-.005 -1 (.003) -1	.006 -2 (.003) -1	-.004 -1 (.003) -1
Intercept	-.021 (.044)	-.103** (.038)	-.046 (.042)
N	1,999	1,889	1,932
R2	.208	.144	.131
F	43.35	26.19	24.10

* Significant at 5 percent level, 1-tail test
** Significant at 1 percent level, 1-tail test